

FISCAL YEAR 2004
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Military Pay Grade	Average Basic Pay	Permanent Change of Station Expense (note 1)	Annual DoD Composite Rate (note 2)	Annual Rate Billable to Other Federal Agencies (note 3)
O-10	\$142,500 (note 4)	\$3,528	\$225,134	\$243,145
O-9	139,590	3,528	206,101	222,589
O-8	126,549	3,528	188,148	203,200
O-7	112,121	3,528	171,173	184,867
O-6	95,089	3,528	164,280	177,422
O-5	77,134	3,528	135,911	146,784
O-4	65,935	3,528	118,213	127,670
O-3	51,780	3,528	93,602	101,090
O-2	39,632	3,528	74,516	80,477
O-1	30,139	3,528	58,910	63,623
WO-5	\$69,672	\$3,528	\$121,445	\$131,161
WO-4	60,373	3,528	106,205	114,701
WO-3	50,097	3,528	95,708	103,365
WO-2	40,992	3,528	80,999	87,479
WO-1	34,128	3,528	63,476	68,554
E-9	\$56,581	\$2,117	\$100,091	\$116,106
E-8	45,447	2,117	85,081	116,106
E-7	38,530	2,117	74,615	86,553
E-6	30,814	2,117	63,819	74,030
E-5	25,088	2,117	53,095	61,590
E-4	20,103	2,117	43,980	51,017
E-3	16,722	2,117	37,796	43,863
E-2	15,007	2,117	34,852	4,428
E-1	11,555	2,117	33,386	38,728
CADETS	\$9,404	\$139	\$17,005	Not applicable

Note: (1) Represents a per capita permanent change of station (PCS) travel cost included in the composite rates not an actual PCS move rate. Calculated by dividing total amount budgeted for an officer/enlisted/cadet PCS moves by budgeted officer/enlisted/cadet average strength levels. In situations where military personnel are required to make a PCS move to support a Foreign Military Sales case, then this PCS expense should be deleted from the composite rate and actual PCS costs should be charged to the case per FMR Col. 1 Section 070203D.

(2) The Annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, medical health care accrual, basic allowance for housing, basic allowance for subsistence, and incentive and special pay, permanent change of station and miscellaneous pay.

(3) The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes an acceleration factor of 8 percent for officers and 16 percent for enlisted personnel.

(4) Basic pay for these officers is limited to the rate of basic pay for level III of the executive schedule, which is currently \$142,500 per year.

FISCAL YEAR 2003
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Military Pay Grade	Average Basic Pay Allowance	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Other Federal Agencies, (note 2)
O-10	\$138,200 (note 3)	\$3,519	\$206,449	\$218,836
O-9	134,449	3,519	201,391	213,474
O-8	121,888	3,519	181,364	192,246
O-7	107,973	3,519	164,379	174,242
O-6	91,818	3,519	161,274	170,950
O-5	74,334	3,519	133,414	141,419
O-4	63,285	3,519	116,066	123,030
O-3	49,898	3,519	91,585	97,080
O-2	38,170	3,519	72,205	76,537
O-1	28,943	3,519	57,491	60,940
WO-5	\$66,695	\$3,519	\$118,025	\$125,107
WO-4	57,301	3,519	102,941	109,117
WO-3	47,286	3,519	92,459	98,007
WO-2	39,240	3,519	80,906	85,760
WO-1	32,937	3,519	62,162	65,892
E-9	\$53,530	\$1,979	\$93,114	\$103,357
E-8	42,914	1,979	79,081	87,780
E-7	37,183	1,979	70,252	77,980
E-6	30,148	1,979	61,005	67,716
E-5	23,996	1,979	49,866	55,351
E-4	19,283	1,979	42,000	46,620
E-3	15,841	1,979	36,086	40,055
E-2	13,899	1,979	33,036	36,670
E-1	10,847	1,979	32,145	35,681
CADETS	\$9,080	\$138	\$16,467	Not applicable

Notes: (1) The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, medical health care accrual basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station, and miscellaneous pay.

(2) The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program. The annual billable rate includes and acceleration factor of 6 percent for officers and 11 percent for enlisted personnel.

(3) Basic pay for these officers is limited to the rate of basic pay for Level III of the Executive Schedule, which currently is \$138,200 per year.

FISCAL YEAR 2002
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Military Pay Grade	Average Basic Pay Allowance	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Other Federal Agencies (note 2)
O-10	\$133,700 (note 3)	\$3,533	\$195,244	\$208,911
O-9	128,933	3,533	189,034	202,266
O-8	116,816	3,533	173,245	185,372
O-7	103,423	3,533	155,794	166,700
O-6	87,224	3,533	149,933	160,428
O-5	70,687	3,533	123,484	132,128
O-4	58,970	3,533	104,953	112,300
O-3	47,729	3,533	83,800	89,752
O-2	35,956	3,533	64,584	69,105
O-1	27,386	3,533	50,104	53,611
WO-5	\$63,262	3,533	\$108,532	\$116,129
WO-4	54,571	3,533	94,740	101,372
WO-3	44,389	3,533	84,146	90,036
WO-2	36,852	3,533	71,430	76,430
WO-1	31,105	3,533	54,950	58,797
E-9	\$49,451	\$1,988	\$83,890	\$97,312
E-8	39,626	1,988	70,609	81,906
E-7	33,863	1,988	61,577	71,429
E-6	28,042	1,988	52,941	61,412
E-5	22,908	1,988	43,900	50,924
E-4	18,499	1,988	36,035	41,801
E-3	15,120	1,988	30,294	35,141
E-2	13,866	1,988	28,166	32,673
E-1	11,472	1,988	27,942	32,413
CADETS	\$8,390	\$137	\$11,743	Not applicable

Notes: (1) The annual DoD composite rate includes the following military personnel appropriation costs: average basic pay plus retired pay accrual, basic allowance for housing, basic allowance for subsistence, incentive and special pay, permanent change of station, and miscellaneous pay.

(2) The annual rate billable to Other Federal Agencies recovers additional military related health care costs financed by the Defense Health Program (7 percent for officers and 16 percent for enlisted personnel).

(3) Basic pay for these officers is limited to the rate of basic pay for Level III of the Executive Schedule, which currently is \$133,700 per year.

FISCAL YEAR 2001
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Military Pay Grade	Average Basic Pay Allowance	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Non DoD Entities (note 2)
O-10	\$130,200 (note 3)	\$3,392	\$182,437	\$193,383
O-9	130,200 (note 3)	3,392	182,437	193,383
O-8	110,487 (note 3)	3,392	162,724	172,487
O-7	98,928 (note 3)	3,392	151,165	160,235
O-6	84,102	3,392	143,757	152,382
O-5	68,131	3,392	118,424	125,529
O-4	56,659	3,392	100,486	106,515
O-3	45,240	3,392	79,342	84,103
O-2	34,936	3,392	62,339	66,079
O-1	26,432	3,392	47,792	50,660
WO-5	\$60,292	\$3,392	\$103,455	\$109,662
WO-4	51,360	3,392	89,271	94,627
WO-3	41,725	3,392	79,758	84,543
WO-2	34,671	3,392	67,115	71,142
WO-1	28,749	3,392	51,417	54,502
E-9	\$45,516	\$2,062	\$77,207	\$91,104
E-8	37,035	2,062	66,280	78,210
E-7	31,042	2,062	56,865	67,101
E-6	25,784	2,062	48,821	57,609
E-5	21,279	2,062	40,729	48,060
E-4	17,586	2,062	34,190	40,344
E-3	14,455	2,062	28,670	33,831
E-2	13,899	2,062	27,422	32,358
E-1	13,258	2,062	30,315	35,772
CADETS	\$7,200	\$136	\$10,462	\$11,090

Notes: (1) The annual rate billable to non-DoD entities includes applicable factors for other personnel support costs (6 percent for officers and 18 percent for enlisted personnel).

(2) To compute a Daily Rate, apply a factor .00439. To compute an Hourly Rate, apply a factor of .00055.

(3) Basic pay for these officers is limited to the rate of basic pay for Level III of the Executive Schedule, which currently is \$130,200 per year.

FISCAL YEAR 2000
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Military Pay Grade	Average Basic Pay Allowance	Permanent Change of Station Expense	Annual DoD Composite Rate (note 1)	Annual Rate Billable to Non DoD Entities (note 2)
O-10	\$110,700 (note 3)	\$3,418	\$165,250	\$178,450
O-9	110,700 (note 3)	3,418	170,175	183,450
O-8	107,433	3,418	156,900	169,450
O-7	94,921	3,418	144,175	155,725
O-6	80,898	3,418	133,900	144,600
O-5	65,903	3,418	111,650	120,600
O-4	54,075	3,418	94,025	101,550
O-3	43,944	3,418	77,900	84,150
O-2	33,071	3,418	58,925	63,650
O-1	25,042	3,418	45,050	48,650
WO-5	\$57,860	\$3,418	\$98,675	\$116,450
WO-4	49,753	3,418	85,475	10,0850
WO-3	40,123	3,418	70,750	83,500
WO-2	33,402	3,418	60,375	71,225
WO-1	28,131	3,418	52,525	61,975
E-9	\$44,108	\$2,084	75,400	\$88975
E-8	35,085	2,084	63,050	74,400
E-7	29,793	2,084	54,450	64,275
E-6	24,993	2,084	47,000	55,450
E-5	20,505	2,084	39,550	46,650
E-4	16,644	2,084	33,000	38,925
E-3	13,883	2,084	27,925	32,950
E-2	13,398	2,084	26,725	31,525
E-1	11,430	2,084	27,425	32,375
CADETS	\$6,696	---	\$9,875	\$11,650

Notes: (1) The annual rate billable to non-DoD entities includes applicable factors for other personnel support costs (6 percent for officers and 18 percent for enlisted personnel).

(2) To compute a Daily Rate, apply a factor .00439. For an Hourly Rate, apply a factor of .00055.

(3) Basic pay for these officers is limited to the rate of basic pay for Level V of the Executive Schedule, which currently is \$110,700 per year.

FISCAL YEAR 1999
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Housing (3)	Basic Allowance for Subsistence /SIK (4)	Incentive and Special Pays (5)	Permanent Change of Station (6)	Miscel- laneous Expense (7)	Annual DoD Composite Rate (8)	Acceleration Factor (9)	Amount Billable to Non-DoD Entities (10)
O-10	\$113,820	\$34,374	\$3,086	\$1,882	---	\$3,457	\$13,292	\$169,911	\$10,195	\$180,106
O-9	112,941	34,108	3,086	1,882	\$908	3,457	16,028	172,410	10,345	182,755
O-8	102,328	30,903	3,086	1,882	788	3,457	7,955	150,399	9,024	159,423
O-7	903,11	27,274	3,086	1,882	2,787	3,457	6,215	135,012	8,101	143,113
O-6	76,876	23,217	9,667	1,882	4,489	3,457	4,626	124,214	7,453	131,667
O-5	61,647	18,617	8,939	1,882	3,524	3,457	2,105	100,171	6,010	106,181
O-4	50,027	15,108	8,363	1,882	4,660	3,457	1,081	84,578	5,075	89,653
O-3	41,835	12,634	6,916	1,882	3,945	3,457	4,171	74,840	4,490	79,330
O-2	32,422	9,791	5,425	1,882	214	3,457	352	53,543	3,213	56,756
O-1	24,483	7,394	4,280	1,882	213	3,457	695	42,404	2,544	44,948
WO-5	\$55,312	\$16,704	\$9,050	\$1,882	\$353	\$3,457	\$67	\$86,825	\$5,210	\$92,035
WO-4	47,096	14,223	8,275	1,882	1,733	3,457	641	77,307	4,638	81,945
WO-3	37,816	11,420	7,264	1,882	4,163	3,457	2,451	68,453	4,107	72,560
WO-2	31,412	9,486	5,483	1,882	1,430	3,457	345	53,495	3,210	56,705
WO-1	27,594	8,333	4,774	1,882	357	3,457	424	46,821	2,809	49,630
E-9	\$41,766	\$12,613	\$6,367	\$2,768	\$622	\$2,062	\$1,122	\$67,320	\$12,118	\$79,438
E-8	33,601	10,148	5,726	2,768	626	2,062	1,044	55,975	10,076	66,051
E-7	28,320	8,553	4,687	2,768	634	2,062	1,466	48,490	8,728	57,218
E-6	23,679	7,151	4,502	2,768	674	2,062	844	41,680	7,502	49,182
E-5	19,539	5,901	3,288	2,768	646	2,062	1,452	35,656	6,418	42,074
E-4	16,011	4,835	2,268	2,768	544	2,062	1,620	30,108	5,419	35,527
E-3	13,415	4,051	1,397	2,768	526	2,062	1,784	26,003	4,681	30,684
E-2	12,807	3,868	658	2,768	520	2,062	2,369	25,052	4,509	29,561
E-1	11,082	3,347	870	2,768	515	2,062	1,198	21,842	3,932	25,774
Cadets	\$6,896	---	---	\$1,916	---	\$140	\$371	\$9,323	\$1,678	\$11,001

Notes: (1) Column 9 includes factors for Other Personnel Support Costs only (6 percent for officers and 18 percent for Enlisted Personnel).

(2) To compute a Daily Rate that includes 14 percent for Leave and Holiday Pay, a factor of .00439 may be applied to Column 10. For an Hourly Rate, .00055 may be used.

FISCAL YEAR 1998
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters/ VHA (3)	Basic Allowance for Subsistence /SIK (4)	Incentive and Special Pays (5)	Permanent Change of Station (6)	Miscel- laneous Expense (7)	Annual DoD Composite Rate (8)	Acceleration Factor (9)	Amount Billable to Non-DoD Entities (10)
O-10	\$113,788	\$34,705	---	\$1,864	---	\$3,124	\$17,156	\$170,637	\$10,238	\$180,875
O-9	109,622	33,435	\$1,794	1,864	\$572	3,124	12,960	163,371	9,802	173,173
O-8	99,323	30,294	3,151	1,864	1,054	3,124	9,533	148,343	8,901	157,244
O-7	87,657	26,735	3,411	1,864	1,684	3,124	8,951	133,426	8,006	141,432
O-6	74,642	22,766	8,995	1,864	7,743	3,124	8,871	128,005	7,680	135,685
O-5	59,818	18,244	9,666	1,864	4,832	3,124	7,572	105,120	6,307	111,427
O-4	48,395	14,761	8,158	1,864	5,110	3,124	6,258	87,670	5,260	92,930
O-3	40,028	12,209	6,604	1,864	1,990	3,124	5,114	70,933	4,256	75,189
O-2	31,172	9,507	4,627	1,864	180	3,124	5,131	55,605	3,336	58,941
O-1	23,299	7,106	4,336	1,864	163	3,124	3,270	43,162	2,590	45,752
WO-5	\$52,515	\$16,017	\$8,303	\$1,864	\$294	\$3,124	\$6,686	\$88,803	\$5,328	\$94,131
WO-4	47,100	14,365	7,911	1,864	2,555	3,124	6,264	83,183	4,991	88,174
WO-3	37,085	11,311	6,470	1,864	3,941	3,124	5,604	69,399	4,164	73,563
WO-2	30,407	9,274	5,165	1,864	1,334	3,124	10,207	61,375	3,683	65,058
WO-1	26,855	8,191	4,489	1,864	313	3,124	3,518	48,354	2,901	51,255
E-9	\$40,219	\$12,267	\$6,323	\$2,663	\$485	\$2,000	\$6,081	\$70,038	\$12,607	\$82,645
E-8	32,388	9,878	6,523	2,663	489	2,000	5,263	59,204	10,657	69,861
E-7	27,256	8,313	5,595	2,663	497	2,000	4,762	51,086	9,195	60,281
E-6	22,827	6,962	4,459	2,663	535	2,000	4,207	43,653	7,858	51,511
E-5	18,945	5,778	3,358	2,663	507	2,000	3,859	37,110	6,680	43,790
E-4	15,589	4,755	2,390	2,663	364	2,000	3,275	31,036	5,586	36,622
E-3	12,933	3,945	1,394	2,663	349	2,000	2,707	25,991	4,678	30,669
E-2	12,290	3,748	983	2,663	344	2,000	2,512	24,540	4,417	28,957
E-1	10,544	3,219	911	2,663	338	2,000	4,631	24,306	4,375	28,681
CADETS	\$7,053	---	---	\$1,876	---	\$140	\$540	\$9,609	\$1,730	\$11,339

Notes: (1) Column 9 includes factors for Other Personnel Support Costs. The applicable percentage is 6 percent for officers and 18 percent for enlisted personnel and covers reimbursement for operating appropriations for quarters, subsistence, medical, and other personnel support.

(2) To compute a Daily Rate that includes 14 percent for Leave and Holiday Pay, a factor of .00439 may be applied to Column 9. For an Hourly Rate, .00055 may be used.

FISCAL YEAR 1997
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters (3)	Incentive and Special Pay (4)	Permanent Change of Station (5)	Miscellaneous Expense (6)	Annual DoD Composite Rate (7)	Acceleration Factor (8)	Amount Billable to Non-DoD Entities (9)
O-10	\$110,636	\$36,067	---	---	\$2,949	\$17,498	\$167,150	\$10,029	\$177,179
O-9	106,584	34,747	1,765	1,087	2,949	15,162	162,294	9,738	172,032
O-8	96,571	31,482	3,047	1,046	2,949	12,973	148,068	8,884	156,952
O-7	85,227	27,784	3,368	1,426	2,949	11,972	132,726	7,964	140,690
O-6	72,139	23,517	8,682	8,556	2,949	10,989	126,832	7,610	134,442
O-5	57,905	18,877	9,266	4,466	2,949	9,687	103,150	6,189	109,339
O-4	47,218	15,393	7,702	4,998	2,949	9,969	88,229	5,294	93,523
O-3	38,897	12,680	6,380	1,932	2,949	12,022	74,862	4,492	79,354
O-2	30,538	9,955	4,981	227	2,949	7,210	55,860	3,352	59,212
O-1	22,657	7,386	3,932	239	2,949	5,090	42,253	2,535	44,788
W-5	51,195	\$16,690	7,919	\$346	\$2,949	8,266	87,365	5,242	92,607
W-4	45,916	14,969	7,597	2,743	2,949	8,513	82,687	4,961	87,648
W-3	36,061	11,756	6,221	4,152	2,949	8,160	69,299	4,158	73,457
W-2	29,443	9,599	4,956	1,390	2,949	8,794	57,131	3,428	60,559
W-1	25,465	8,301	4,326	353	2,949	5,296	46,690	2,801	49,491
E-9	\$39,200	\$12,779	5,962	\$507	\$1,962	8,309	68,719	12,369	81,088
E-8	31,592	10,299	6,154	511	1,962	7,581	58,099	10,458	68,557
E-7	26,565	8,660	5,275	522	1,962	7,102	50,086	9,015	59,101
E-6	22,247	7,253	4,196	558	1,962	6,519	42,735	7,692	50,427
E-5	18,495	6,029	3,172	533	1,962	6,230	36,421	6,556	42,977
E-4	15,180	4,949	2,248	345	1,962	5,665	30,349	5,463	35,812
E-3	12,602	4,108	1,314	327	1,962	4,864	25,177	4,532	29,709
E-2	12,030	3,922	966	320	1,962	4,577	23,777	4,280	28,057
E-1	10,331	3,368	887	313	1,962	6,889	23,750	4,275	28,025
CADETS	\$6,887	---	---	---	\$112	\$2,364	9,363	\$1,685	\$11,048

Notes: (1) Column 9 includes factors for Other Personnel Support Costs only (6 percent for Officers and 18 percent for Enlisted Personnel).

(2) To compute a Daily Rate that includes 14 percent for Leave and Holiday Pay, a factor of .00439 may be applied to Column 9. For an Hourly Rate, .00055 may be used.

FISCAL YEAR 1996
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters (3)	Incentive and Special Pay (4)	Permanent Change of Station (5)	Miscellaneous Expense (6)	Annual DoD Composite Rate (7)	Acceleration Factor (8)	Amount Billable to Non-DoD Entities (9)
O-10	\$110,149	\$36,239	---	---	\$3,276	\$16,526	\$166,190	\$9,971	\$176,161
O-9	107,055	35,221	912	1,174	3,276	11,356	158,994	9,540	168,534
O-8	96,944	31,911	3,573	1,153	3,276	11,310	148,217	8,893	157,110
O-7	85,601	28,163	2,979	1,615	3,276	11,190	132,824	7,969	140,793
O-6	70,150	23,079	8,247	9,573	3,276	10,887	125,212	7,513	132,725
O-5	56,272	18,513	8,811	4,954	3,276	9,294	101,120	6,067	107,187
O-4	46,093	15,164	7,373	5,739	3,276	9,862	87,507	5,250	92,757
O-3	37,264	12,378	5,881	1,923	3,276	11,557	72,639	4,358	76,997
O-2	29,330	9,650	4,344	332	3,276	6,554	53,486	3,209	56,695
O-1	21,896	7,204	3,844	294	3,276	4,761	41,275	2,477	43,752
W-5	\$49,308	\$16,222	\$7,628	\$4,008	\$3,276	\$7,326	\$87,768		
W-4	44,222	14,549	6,957	4,047	3,276	8,204	81,255	\$4,875	\$86,130
W-3	35,059	11,534	5,693	3,637	3,276	7,789	66,988	4,019	71,007
W-2	28,692	9,440	4,574	1,793	3,276	8,574	56,349	3,381	59,730
W-1	24,500	8,060	3,915	804	3,276	4,747	45,302	2,718	48,020
E-9	\$37,874	\$12,461	\$5,325	\$534	\$1,699	\$8,012	\$65,905	\$11,863	\$77,768
E-8	30,729	10,110	5,375	534	1,699	7,227	55,674	10,021	65,695
E-7	25,846	8,503	4,623	545	1,699	6,714	47,930	8,627	56,557
E-6	21,670	7,129	3,742	558	1,699	6,185	40,983	7,377	48,360
E-5	17,913	5,893	2,863	560	1,699	5,946	34,874	6,277	41,151
E-4	14,637	4,816	2,004	341	1,699	5,584	29,081	5,235	34,316
E-3	12,282	4,041	1,239	324	1,699	4,651	24,236	4,362	28,598
E-2	11,540	3,797	877	321	1,699	4,304	22,538	4,057	26,595
E-1	9,509	3,128	655	315	1,699	6,292	21,598	3,888	25,486
Cadets	\$6,817	---	---	---	\$113	\$2,315	\$9,245	\$1,664	\$10,909

Notes: (1) Column 9 includes factors for Other Personnel Support Costs only (6 % for Officers and 18 % for Enlisted Personnel).

(2) To compute a Daily Rate that includes 14 % for Leave and Holiday Pay, a factor of .00439 may be applied to Column 9. For an Hourly Rate, .00055 may be used.

FISCAL YEAR 1995
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay (1)	Retired Pay Accrual (2)	Basic Allowance for Quarters (3)	Incentive and Special Pay (4)	Permanent Change of Station (5)	Miscellaneous Expense (6)	Annual DoD Composite Standard Rate (7)	Amount Billable to Non-DoD Entities (8)
O-10	\$108,182	\$38,405	\$1,000	---	\$3,447	\$15,706	\$166,740	\$176,744
O-9	100,400	35,642	1,143	\$2,333	3,447	17,174	160,139	169,747
O-8	90,971	32,295	3,221	1,355	3,447	11,302	142,591	151,146
O-7	80,281	28,500	3,548	1,199	3,447	10,190	127,165	134,795
O-6	67,867	24,093	7,592	9,745	3,447	9,944	122,688	130,049
O-5	53,576	19,020	8,111	4,680	3,447	8,596	97,430	103,276
O-4	44,231	15,702	6,820	5,584	3,447	8,832	84,616	89,693
O-3	36,156	12,835	5,398	2,015	3,447	8,571	68,442	72,527
O-2	29,368	10,426	3,967	631	3,447	6,373	54,212	57,465
O-1	20,918	7,426	3,416	239	3,447	4,400	39,846	42,237
W5	\$47,891	\$17,001	\$6,838	3,840	\$3,447	\$6,675	\$85,692	\$90,834
W4	42,954	15,249	6,240	4,521	3,447	7,585	79,996	84,796
W3	33,320	11,828	5,230	3,195	3,447	6,844	63,864	67,696
W2	27,225	9,665	3,944	2,035	3,447	6,849	53,165	56,355
W1	23,507	8,345	3,651	1,193	3,447	4,543	44,686	47,367
E-9	\$36,986	\$13,130	\$4,737	\$243	\$2,019	\$8,516	\$65,631	\$77,445
E-8	30,106	10,688	4,843	246	2,019	7,933	55,835	65,885
E-7	25,379	9,010	4,080	252	2,019	7,524	48,264	56,952
E-6	21,213	7,531	3,260	290	2,019	7,084	41,397	48,848
E-5	17,400	6,177	2,531	268	2,019	6,916	35,311	41,667
E-4	14,205	5,043	1,622	254	2,019	6,180	29,323	34,601
E-3	12,026	4,269	1,043	236	2,019	5,392	24,985	29,482
E-2	11,351	4,030	800	234	2,019	5,186	23,620	27,872
E-1	9,401	3,337	612	224	2,019	6,539	22,132	26,116
Cadets	\$6,814	---	---	---	\$112	\$2,314	\$9,240	---

Notes: (1) Column 8 includes factors for Other Personnel Support Costs only (6% for Officers and 18% for Enlisted Personnel).
(2) To compute a Daily Rate that includes 14% for Leave and Holiday Pay, a factor of .00439 may be applied to Column 8.
(3) For an Hourly Rate, .00055 may be used.

FISCAL YEAR 1994
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for Quarters	Incentive and Special Pay	Permanent Change of Station	Miscellaneous Expense	Annual DoD Composite Standard Rate	Amount Billable to Non-DoD Entities
O-10	\$107,364	\$39,080	---	---	\$4,272	\$17,678	\$168,394	\$178,498
O-9	96,200	35,017	\$2,025	\$1,946	4,272	17,435	156,895	166,309
O-8	87,171	31,730	3,236	1,104	4,272	11,177	138,690	147,011
O-7	76,936	28,005	3,795	983	4,272	9,819	123,810	131,239
O-6	64,795	23,585	7,709	8,672	4,272	10,648	119,651	126,830
O-5	52,492	19,107	8,329	4,381	4,272	9,101	97,683	103,544
O-4	43,115	15,694	6,954	5,141	4,272	12,611	87,787	93,054
O-3	35,046	12,757	5,415	1,982	4,272	18,648	78,120	82,807
O-2	27,845	10,135	3,943	558	4,272	7,069	53,822	57,051
O-1	20,433	7,438	3,323	279	4,272	4,598	40,343	42,764
W5	\$44,868	\$16,332	\$7,038	\$5,476	\$4,272	\$8,126	\$86,112	\$91,279
W4	40,240	14,647	6,415	4,367	4,272	8,566	78,507	83,217
W3	32,655	11,886	5,191	3,264	4,272	9,120	66,388	70,371
W2	26,432	9,621	4,009	1,967	4,272	11,389	57,690	61,151
W1	21,683	7,893	3,634	1,176	4,272	4,786	43,444	46,051
E-9	\$34,833	\$12,679	\$5,147	\$255	\$1,809	\$9,138	\$63,861	\$75,356
E-8	28,657	10,431	5,023	265	1,809	8,584	54,769	64,627
E-7	24,111	8,776	4,271	264	1,809	8,037	47,268	55,776
E-6	20,125	7,326	3,585	288	1,809	7,462	40,595	47,902
E-5	16,802	6,116	2,839	282	1,809	7,219	35,067	41,379
E-4	13,540	4,929	1,900	264	1,809	6,516	28,958	34,172
E-3	11,454	4,169	1,130	257	1,809	6,087	24,906	29,389
E-2	10,816	3,937	833	247	1,809	5,657	23,299	27,493
E-1	9,295	3,383	737	240	1,809	7,127	22,591	26,657
Cadets	\$6,527	---	---	---	\$249	\$2,179	\$8,955	\$9,492

Note: Daily Rate = .00439 of annual rate (includes leave and holiday factor)

Hourly Rate = .00048 of annual rate (includes leave and holiday factor)

August 2004

FISCAL YEAR 1993
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
INCLUDES 3.7% PAY RAISE EFFECTIVE JANUARY 1, 1993
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance For Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$104,804	\$44,227	\$2,692	\$12,960	\$4,308	---	\$168,991
O-9	96,212	40,601	3,537	10,371	4,308	2,475	157,504
O-8	87,177	36,789	3,427	9,423	4,308	1,673	142,797
O-7	76,937	32,467	3,494	9,693	4,308	1,796	128,695
O-6	64,747	27,323	8,094	10,198	4,308	6,722	121,392
O-5	53,198	22,450	8,985	8,911	4,308	2,951	100,803
O-4	43,173	18,219	7,269	8,694	4,308	4,059	85,722
O-3	35,197	14,853	5,595	8,259	4,308	2,674	70,886
O-2	27,679	11,680	3,943	5,616	4,308	789	54,015
O-1	20,765	8,763	3,404	4,574	4,308	463	42,277
W5	\$45,757	\$19,309	\$7,257	\$6,772	\$4,308	\$4,772	\$88,175
W4	39,789	16,791	6,843	7,673	4,308	4,363	79,767
W3	32,878	13,875	5,492	8,134	4,308	3,282	67,968
W2	26,495	11,181	4,155	5,554	4,308	1,759	53,452
W1	22,542	9,513	3,534	4,819	4,308	929	45,645
E-9	\$34,857	\$15,093	\$5,699	\$7,839	\$1,527	\$207	\$65,222
E-8	28,776	12,460	5,372	6,853	1,527	217	55,205
E-7	24,123	10,445	4,560	6,154	1,527	218	47,027
E-6	20,159	8,729	3,753	5,675	1,527	239	40,082
E-5	16,786	7,268	2,889	5,558	1,527	238	34,266
E-4	13,582	5,881	2,020	4,842	1,527	213	28,065
E-3	11,512	4,985	1,285	4,431	1,527	210	23,950
E-2	10,830	4,689	971	4,286	1,527	201	22,504
E-1	9,650	4,178	561	7,060	1,527	193	23,169
Cadets	\$7,173	---	---	\$2,026	\$249	---	\$9,448

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

**FISCAL YEAR 1992
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY**

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$103,925	\$44,376	\$3,000	\$12,530	\$4,294	---	\$168,124
O-9	92,671	39,571	3,409	9,814	4,294	\$2,221	151,980
O-8	83,965	35,853	3,344	9,532	4,294	1,512	138,499
O-7	74,104	31,642	3,366	9,455	4,294	1,621	124,482
O-6	62,116	26,524	7,790	10,181	4,294	6,144	117,049
O-5	51,077	21,810	8,649	8,872	4,294	2,704	97,407
O-4	41,616	17,770	6,998	7,866	4,294	3,598	82,143
O-3	33,938	14,492	5,387	8,468	4,294	2,442	69,021
O-2	26,760	11,427	3,797	5,731	4,294	712	52,721
O-1	19,600	8,369	3,279	4,572	4,294	453	40,567
W-4	\$38,276	\$16,344	\$6,587	\$8,023	\$4,294	\$3,901	\$77,425
W-3	31,486	13,455	5,286	8,192	4,294	3,245	65,948
W-2	25,716	10,981	4,000	5,700	4,294	1,529	52,220
W-1	21,584	9,216	3,404	4,891	4,294	2,003	45,391
E-9	\$33,563	\$14,331	\$5,347	\$8,059	\$1,641	\$193	\$63,134
E-8	27,708	11,831	5,040	7,304	1,641	203	53,727
E-7	23,247	9,926	4,280	6,461	1,641	203	45,759
E-6	19,411	8,288	3,524	5,923	1,641	215	39,003
E-5	16,163	6,902	2,715	5,795	1,641	227	33,442
E-4	13,078	5,584	1,900	5,063	1,641	201	27,468
E-3	11,085	4,733	1,211	4,631	1,641	193	23,493
E-2	10,428	4,453	916	4,503	1,641	188	22,128
E-1	9,292	3,968	529	6,573	1,641	180	22,183
Cadet	\$6,942	---	---	\$1,963	\$249	---	\$9,154

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1991
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$95,500	\$41,352	\$3,167	\$14,066	\$4,123	---	\$158,207
O-9	86,933	37,642	3,333	10,544	4,123	\$3,841	146,416
O-8	80,597	34,899	3,129	9,676	4,123	1,394	133,818
O-7	71,133	30,800	3,189	9,547	4,123	1,374	120,166
O-6	59,463	25,747	6,743	9,750	4,123	6,996	112,822
O-5	49,042	21,235	7,507	8,741	4,123	2,908	93,556
O-4	40,042	17,338	6,146	7,224	4,123	3,980	78,853
O-3	32,587	14,110	4,721	6,426	4,123	2,697	64,665
O-2	25,807	11,174	3,350	6,117	4,123	800	51,371
O-1	18,691	8,093	2,709	4,798	4,123	403	38,818
W-4	\$36,672	\$15,879	\$5,721	\$7,338	\$4,123	\$3,690	\$73,423
W-3	30,160	13,059	4,696	6,676	4,123	3,175	61,889
W-2	25,020	10,834	3,538	5,819	4,123	1,519	50,853
W-1	20,697	8,962	2,983	5,085	4,123	1,690	43,538
E-9	\$32,218	\$13,950	\$4,603	\$6,753	\$1,374	\$175	\$59,073
E-8	25,746	11,148	4,268	6,089	1,374	185	48,810
E-7	21,936	9,498	3,658	5,407	1,374	187	42,061
E-6	17,918	7,758	3,113	4,966	1,374	197	35,327
E-5	15,601	6,755	2,404	4,756	1,374	207	31,098
E-4	12,497	5,411	1,654	4,056	1,374	188	25,180
E-3	10,624	4,600	1,055	3,523	1,374	178	21,354
E-2	10,007	4,333	789	3,257	1,374	172	19,932
E-1	8,439	3,654	476	4,387	1,374	166	18,496
Cadet	\$6,527	---	---	\$2,363	\$262	---	\$9,152

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1990
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$77,545	\$34,042	\$3,182	\$11,687	\$3,352	---	\$129,809
O-9	77,522	34,032	2,913	9,112	3,352	2,233	129,163
O-8	77,521	34,032	2,757	8,973	3,352	1,336	127,971
O-7	68,415	30,034	2,790	9,031	3,352	1,572	115,194
O-6	57,176	25,100	6,179	8,656	3,352	6,456	106,919
O-5	46,970	20,620	6,914	7,909	3,352	2,698	88,463
O-4	38,337	16,830	5,634	6,604	3,352	3,694	74,406
O-3	31,242	13,715	4,504	5,835	3,352	2,345	60,994
O-2	24,819	10,896	3,241	5,541	3,352	750	48,598
O-1	17,781	7,806	3,482	4,410	3,352	389	37,219
W-4	\$34,962	\$15,348	\$5,333	\$6,759	\$3,352	\$3,786	\$69,541
W-3	28,824	12,654	4,561	5,935	3,352	3,214	58,540
W-2	24,036	10,552	3,182	5,359	3,352	1,586	48,066
W-1	19,955	8,760	3,195	4,618	3,352	1,576	41,456
E-9	\$31,107	\$13,656	\$4,574	\$6,885	\$1,180	\$170	\$57,572
E-8	25,305	11,109	4,163	6,117	1,180	178	48,052
E-7	21,238	9,323	3,547	5,440	1,180	179	40,907
E-6	17,622	7,736	3,053	5,021	1,180	186	34,799
E-5	14,666	6,438	2,359	4,804	1,180	196	29,644
E-4	11,968	5,254	1,552	4,282	1,180	177	24,412
E-3	10,217	4,485	1,054	3,856	1,180	168	20,961
E-2	9,610	4,219	795	3,658	1,180	162	19,624
E-1	8,570	3,762	489	4,854	1,180	157	19,012
Cadet	\$6,470	---	---	\$1,880	\$264	---	\$8,614

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1989
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$74,727	\$37,513	\$2,909	\$10,361	\$2,891	---	\$128,401
O-9	74,717	37,508	2,913	8,193	2,891	\$1,672	127,895
O-8	74,715	37,507	2,924	7,546	2,891	1,015	126,598
O-7	65,959	33,111	2,923	7,577	2,891	1,125	113,587
O-6	55,104	27,662	6,542	8,536	2,891	4,950	105,686
O-5	45,452	22,817	7,058	7,469	2,891	2,028	87,714
O-4	37,078	18,613	6,581	6,222	2,891	2,814	74,202
O-3	30,269	15,195	4,139	5,449	2,891	1,805	59,748
O-2	23,680	11,887	2,815	5,069	2,891	393	46,736
O-1	17,115	8,592	2,202	4,002	2,891	352	35,154
W-4	\$33,358	\$16,746	\$5,149	\$6,198	\$2,891	\$2,513	\$66,854
W-3	27,787	13,949	4,232	5,593	2,891	2,278	56,730
W-2	23,442	11,768	3,350	5,029	2,891	1,059	47,539
W-1	19,550	9,814	2,546	4,207	2,891	1,224	40,232
E-9	\$30,532	\$15,237	\$4,763	\$6,145	\$1,086	\$180	\$57,763
E-8	24,416	12,257	4,276	5,696	1,086	189	47,919
E-7	20,419	10,250	3,436	5,202	1,086	190	40,584
E-6	16,912	8,490	3,108	4,864	1,086	198	34,658
E-5	13,970	7,013	2,321	4,772	1,086	210	29,372
E-4	11,590	5,818	1,578	4,201	1,086	188	24,461
E-3	9,925	4,982	1,035	3,851	1,086	178	21,057
E-2	9,312	4,675	957	3,718	1,086	173	19,921
E-1	7,835	3,933	452	5,017	1,086	167	18,491
Cadet	\$6,238	---	---	\$1,866	\$261	---	\$8,365

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1988
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$72,545	\$37,143	\$3,273	\$10,479	\$2,549	\$---	\$125,989
O-9	72,500	37,120	3,174	8,012	2,549	1,367	124,722
O-8	72,417	37,077	3,167	7,467	2,549	1,396	124,072
O-7	63,677	32,603	3,154	7,459	2,549	3,047	112,488
O-6	53,282	27,280	6,484	7,537	2,549	4,694	101,827
O-5	43,793	22,422	6,962	6,877	2,549	2,983	85,586
O-4	35,729	18,293	6,301	5,844	2,549	2,440	71,156
O-3	29,143	14,921	4,122	5,075	2,549	884	56,694
O-2	22,526	11,533	2,758	4,608	2,549	335	44,309
O-1	16,572	8,485	2,302	3,758	2,549	357	34,023
W-4	\$30,939	\$16,431	\$4,975	\$5,785	\$2,549	\$1,405	\$63,236
W-3	26,187	13,788	4,146	5,340	2,549	1,621	54,372
W-2	21,802	11,530	3,180	4,602	2,549	1,236	45,617
W-1	17,755	9,581	2,454	4,009	2,549	2,542	39,849
E-9	\$29,274	\$14,988	\$4,600	\$5,899	\$952	\$172	\$55,886
E-8	23,539	12,052	4,138	5,487	952	181	46,349
E-7	19,681	10,077	3,285	5,028	952	184	39,206
E-6	16,286	8,338	3,009	4,689	952	195	33,469
E-5	13,447	6,885	2,270	4,677	952	195	28,366
E-4	11,139	5,703	1,534	4,116	952	179	23,623
E-3	9,574	4,902	981	3,734	952	178	20,321
E-2	8,989	4,602	924	3,625	952	165	19,258
E-1	7,520	3,850	415	4,835	952	160	17,733
Cadet	\$5,889	---	---	\$1,807	\$110	---	\$7,806

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1987
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$70,273	\$36,683	\$ 3,182	\$9,545	\$2,193	---	\$121,876
O-9	70,271	36,681	2,896	6,750	2,193	\$1,313	120,104
O-8	70,278	36,685	2,910	6,396	2,193	1,368	119,830
O-7	62,675	32,716	2,883	6,345	2,193	2,995	109,807
O-6	51,854	27,068	6,059	6,454	2,193	4,576	98,204
O-5	42,259	22,200	6,510	6,011	2,193	3,037	82,480
O-4	34,754	18,142	5,429	4,973	2,193	2,322	67,813
O-3	28,273	14,759	4,408	4,495	2,193	876	54,004
O-2	21,530	11,239	2,733	3,836	2,193	314	41,845
O-1	16,242	8,478	2,475	3,479	2,193	335	33,202
W-4	\$30,939	\$16,150	\$4,875	\$5,086	\$2,193	\$1,492	\$60,735
W-3	26,187	13,670	4,056	4,740	2,193	1,685	52,531
W-2	21,802	11,381	3,232	3,972	2,193	1,145	43,725
W-1	17,755	9,268	2,794	3,756	2,193	3,014	38,780
E-9	\$28,660	\$14,961	\$4,332	\$5,441	\$1,040	\$150	\$54,584
E-8	23,136	12,077	3,989	5,069	1,040	158	45,469
E-7	19,157	10,000	3,372	4,694	1,040	160	38,423
E-6	15,917	8,309	2,861	4,374	1,040	169	32,370
E-5	13,087	6,831	2,211	4,337	1,040	180	27,686
E-4	10,783	5,629	1,495	3,784	1,040	155	22,886
E-3	9,376	4,894	987	3,377	1,040	149	19,823
E-2	8,790	4,588	753	3,387	1,040	144	18,702
E-1	7,337	3,830	552	4,182	1,040	137	17,077
Cadet	\$5,889	---	---	\$1,807	\$98	---	\$7,794

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1986
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$68,699	\$34,830	---	\$7,833	\$2,928	---	\$114,290
O-9	68,699	34,830	\$2,848	5,696	2,928	\$1,304	116,305
O-8	68,699	34,830	2,678	5,182	2,928	1,322	115,639
O-7	60,902	30,877	2,845	5,181	2,928	2,995	105,728
O-6	50,759	25,735	5,856	5,705	2,928	4,224	95,207
O-5	41,412	20,996	6,244	5,642	2,928	2,857	80,079
O-4	33,921	17,198	5,353	4,448	2,928	2,289	66,137
O-3	27,602	13,994	4,154	3,911	2,928	777	53,336
O-2	20,976	10,635	2,917	3,430	2,928	353	41,239
O-1	15,485	7,851	2,219	3,106	2,928	353	31,942
W-4	\$30,251	\$15,337	\$4,805	\$4,464	\$2,928	\$1,510	\$59,477
W-3	25,457	12,907	3,913	2,975	2,928	1,510	50,690
W-2	21,390	10,845	3,140	3,528	2,928	1,510	43,341
W-1	17,653	8,950	2,578	3,135	2,928	1,510	36,754
E-9	\$28,176	\$14,285	\$4,240	\$5,248	\$1,065	\$123	\$53,137
E-8	22,552	11,434	3,844	4,842	1,065	131	43,868
E-7	18,752	9,507	3,279	4,506	1,065	132	37,241
E-6	15,541	7,879	2,731	4,395	1,065	140	31,751
E-5	12,848	6,514	2,144	4,101	1,065	148	26,820
E-4	10,540	5,344	1,531	3,516	1,065	127	22,123
E-3	9,133	4,630	983	3,360	1,065	120	19,291
E-2	8,595	4,358	662	3,257	1,065	117	18,054
E-1	7,009	3,554	570	4,078	1,065	110	16,386
Cadet	\$5,760	---	---	\$1,796	\$109	---	\$7,665

Acceleration Factors

Leave and Holidays 14.0%
Other Benefits 6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1985
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$68,125	\$34,539	---	\$7,727	\$2,464	---	\$112,855
O-9	68,125	34,539	\$2,913	5,304	2,464	\$1,304	114,649
O-8	67,528	34,327	2,937	4,818	2,464	1,329	113,313
O-7	59,004	29,915	3,021	4,798	2,464	3,025	102,227
O-6	49,600	25,147	5,489	5,549	2,464	4,377	92,626
O-5	40,391	20,478	5,697	5,110	2,464	2,928	77,068
O-4	33,190	16,827	4,980	4,319	2,464	2,366	64,146
O-3	26,793	13,584	3,892	3,858	2,464	828	51,419
O-2	20,426	10,356	2,727	3,382	2,464	389	39,744
O-1	15,582	7,900	2,117	3,020	2,464	389	31,472
W-4	\$29,796	\$15,076	\$4,508	\$4,620	\$2,464	\$1,316	\$57,720
W-3	24,810	12,579	3,587	3,854	2,464	1,316	48,610
W-2	20,874	10,583	2,866	3,427	2,464	1,316	41,530
W-1	16,722	8,478	2,407	3,125	2,464	1,316	34,512
E-9	\$27,497	\$13,941	\$3,739	\$4,844	\$965	\$103	\$51,089
E-8	22,047	11,178	3,779	4,448	965	109	42,526
E-7	18,178	9,126	3,211	4,003	965	111	35,684
E-6	15,070	7,640	2,660	3,770	965	119	30,224
E-5	12,446	6,310	2,087	3,597	965	127	25,532
E-4	10,233	5,188	1,515	3,679	965	106	21,686
E-3	8,841	4,482	1,049	3,446	965	101	18,884
E-2	8,328	4,222	754	3,105	965	86	17,470
E-1	7,260	3,681	480	2,984	965	90	15,460
Cadet	\$5,803	---	---	\$1,794	\$104	---	\$7,701

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1985
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Retired Pay Accrual	Basic Allowance for QTRS and VHA	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$66,398	\$33,664	---	\$7,818	\$2,490	---	\$110,370
O-9	66,398	33,664	\$2,630	5,565	2,490	\$1,196	111,943
O-8	66,398	33,664	2,630	5,091	2,490	1,315	111,588
O-7	58,561	29,690	2,711	5,057	2,490	3,005	101,514
O-6	49,008	24,847	5,367	5,652	2,490	4,425	91,789
O-5	39,908	20,233	5,591	5,079	2,490	2,927	76,228
O-4	32,974	16,718	4,891	4,396	2,490	2,398	63,867
O-3	26,643	13,508	3,790	3,749	2,490	814	50,994
O-2	20,491	10,389	2,630	3,428	2,490	373	39,801
O-1	15,587	7,902	2,085	2,096	2,490	373	31,533
W-4	\$29,381	\$14,896	\$4,269	\$4,615	\$2,490	\$1,494	\$57,145
W-3	24,614	12,479	3,401	3,907	2,490	1,494	48,385
W-2	20,674	10,482	2,784	3,457	2,490	1,494	41,381
W-1	16,059	8,142	2,380	3,063	2,490	1,494	33,628
E-9	\$27,256	\$13,819	\$4,039	\$4,806	\$958	\$98	\$50,976
E-8	21,970	11,139	3,707	4,385	958	104	42,263
E-7	18,074	9,164	3,151	4,015	958	105	35,467
E-6	14,932	7,571	2,642	3,753	958	113	29,969
E-5	12,311	6,242	2,059	3,602	958	121	25,293
E-4	10,232	5,188	1,495	3,539	958	100	21,512
E-3	8,834	4,479	1,192	3,329	958	99	18,891
E-2	8,265	4,190	667	2,998	958	89	17,167
E-1	7,149	3,625	529	3,589	958	83	15,933
Cadet	\$5,933	---	---	\$1,911	\$105	---	\$7,949

Acceleration Factors

Leave and Holidays	14.0%
Other Benefits	6.0% for officers; 18.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

EFFECTIVE JANUARY 1, 1984
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$65,473	---	\$7,636	\$2,941	---	\$76,050
O-9	65,473	\$3,065	5,348	2,941	\$1,152	77,979
O-8	64,765	3,069	4,876	2,941	1,214	76,865
O-7	56,309	3,097	4,877	2,941	2,800	70,024
O-6	46,977	5,338	4,878	2,941	4,151	64,285
O-5	38,174	5,480	4,555	2,941	2,785	53,935
O-4	31,503	4,779	3,911	2,941	2,309	45,443
O-3	25,629	3,662	3,458	2,941	785	36,475
O-2	20,106	2,551	3,036	2,941	354	28,988
O-1	15,071	1,801	2,572	2,941	354	22,739
W-4	\$28,698	\$4,196	\$4,182	\$2,941	\$1,378	\$41,305
W-3	23,392	3,366	3,475	2,941	1,378	34,552
W-2	19,419	2,680	3,054	2,941	1,377	29,471
W-1	16,427	2,301	2,658	2,941	1,378	25,705
E-9	\$25,917	\$3,811	\$4,544	\$1,094	\$88	\$35,454
E-8	21,014	3,402	4,137	1,094	94	29,741
E-7	17,277	2,873	3,759	1,094	97	25,100
E-6	14,280	2,407	3,486	1,094	102	21,369
E-5	11,839	1,909	3,318	1,094	112	18,272
E-4	9,968	1,376	3,364	1,094	92	15,894
E-3	8,510	952	3,187	1,094	87	13,830
E-2	7,946	728	2,776	1,094	81	12,625
E-1	6,927	543	2,972	1,094	74	11,610
Cadets	\$5,760	---	\$1,858	\$111	---	\$7,729

Acceleration Factors

Retirement	33.0%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

OCTOBER 1, 1983 – DECEMBER 31, 1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$63,799	---	\$7,636	\$2,941	---	\$74,376
O-9	63,799	\$3,065	5,348	2,941	\$1,152	76,305
O-8	62,878	3,069	4,876	2,941	1,214	74,978
O-7	54,670	3,097	4,877	2,941	2,800	68,385
O-6	45,609	5,338	4,878	2,941	4,151	62,917
O-5	37,062	5,480	4,555	2,841	2,785	52,823
O-4	30,585	4,779	3,911	2,941	2,309	44,525
O-3	24,883	3,662	3,458	2,941	785	35,729
O-2	19,227	2,551	3,036	2,941	354	28,109
O-1	14,632	1,801	2,572	2,941	354	22,300
W-4	\$27,775	\$4,196	\$4,182	\$2,941	\$1,378	\$40,472
W-3	22,711	3,366	3,475	2,941	1,378	33,871
W-2	18,853	2,680	3,054	2,941	1,377	28,905
W-1	15,949	2,301	2,658	2,941	1,378	25,227
E-9	\$25,162	\$3,811	\$4,544	\$1,094	\$88	\$34,699
E-8	20,402	3,402	4,137	1,094	94	29,129
E-7	16,774	2,873	3,759	1,094	97	24,597
E-6	13,864	2,407	3,486	1,094	102	20,953
E-5	11,494	1,909	3,318	1,094	112	17,927
E-4	9,678	1,376	3,364	1,094	92	15,604
E-3	8,262	952	3,187	1,094	87	13,582
E-2	7,715	728	2,776	1,094	81	12,394
E-1	6,883	543	2,972	1,094	74	11,566
Cadets	\$5,760	---	\$1,858	\$11	---	\$7,729

Acceleration Factors

Retirement	33.0%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

JANUARY 1, 1983 – SEPTEMBER 30, 1983
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$63,799	---	\$7,778	\$2,520	---	\$74,097
O-9	63,799	\$2,441	5,267	2,520	\$1,156	75,183
O-8	62,878	2,448	4,792	2,520	1,229	73,867
O-7	54,670	2,530	4,784	2,520	2,663	67,167
O-6	45,583	5,017	4,776	2,520	4,162	62,058
O-5	36,906	5,023	4,331	2,520	2,679	51,459
O-4	30,502	4,152	3,822	2,520	2,306	43,302
O-3	24,807	3,438	3,324	2,520	795	34,884
O-2	18,850	2,412	2,845	2,520	361	26,988
O-1	14,341	1,787	2,401	2,520	361	21,410
W-4	\$28,071	\$3,947	\$4,034	\$2,520	\$1,541	\$40,113
W-3	22,541	3,088	3,375	2,520	1,541	33,065
W-2	19,028	2,463	2,964	2,520	1,541	28,516
W-1	16,145	2,190	2,591	2,520	1,541	24,987
E-9	\$25,142	\$3,600	\$4,334	\$1,075	\$94	\$34,245
E-8	20,542	3,343	3,873	1,075	96	28,828
E-7	16,863	2,800	3,533	1,075	100	24,371
E-6	13,856	2,339	3,271	1,075	106	20,647
E-5	11,444	1,877	3,087	1,075	116	17,599
E-4	9,625	1,261	2,908	1,075	100	14,969
E-3	8,293	877	2,733	1,075	87	13,065
E-2	7,715	643	2,494	1,075	84	12,011
E-1	6,883	453	4,105	1,075	77	12,593
Cadets	\$5,760	---	\$1,689	\$120	---	\$7,569

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

OCTOBER 1, 1982 – DECEMBER 31, 1982
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$57,499	---	\$7,778	\$2,627	---	\$67,904
O-9	57,499	\$2,333	5,267	2,627	\$1,156	68,882
O-8	57,499	2,340	4,792	2,627	1,229	68,487
O-7	54,670	2,422	4,784	2,627	2,663	67,166
O-6	45,790	4,876	4,776	2,627	4,162	62,231
O-5	36,928	4,900	4,331	2,627	2,679	51,465
O-4	30,452	4,083	3,822	2,627	2,306	43,290
O-3	24,775	3,369	3,324	2,627	795	34,890
O-2	18,686	2,325	2,845	2,627	361	26,844
O-1	14,308	1,760	2,401	2,627	361	21,457
W-4	\$28,100	\$3,894	\$4,034	\$2,627	\$1,541	\$40,196
W-3	22,560	3,051	3,375	2,627	1,541	33,154
W-2	19,095	2,403	2,694	2,627	1,541	28,630
W-1	16,395	2,158	2,591	2,627	1,541	25,312
E-9	\$25,221	\$3,544	\$4,364	\$1,356	\$94	\$34,579
E-8	20,696	3,178	3,903	1,356	96	29,229
E-7	16,876	2,738	3,563	1,356	100	24,633
E-6	13,892	2,275	3,301	1,356	106	20,930
E-5	11,442	1,853	3,117	1,356	116	17,884
E-4	9,575	1,245	2,938	1,356	100	15,214
E-3	8,302	856	2,763	1,356	87	13,364
E-2	7,715	616	2,428	1,356	84	12,199
E-1	6,883	451	4,154	1,356	77	12,921
Cadets	\$5,760	---	\$1,871	\$111	---	\$7,742

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate

FISCAL YEAR 1982
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$50,112 (note 1)	---	\$8,889	\$2,621	---	\$61,622 (note 2)
O-9	50,112	\$12,917	6,639	2,621	\$1,389	63,678 (note 2)
O-8	50,112	13,000	6,223	2,621	1,108	63,064 (note 2)
O-7	50,112	12,990	6,206	2,621	2,510	64,439 (note 2)
O-6	43,644	4,903	6,008	2,621	4,188	61,364
O-5	35,268	4,817	5,505	2,621	2,586	50,797
O-4	29,000	3,806	4,965	2,621	2,246	42,638
O-3	23,720	3,192	4,496	2,621	780	34,809
O-2	17,982	2,193	4,035	2,621	315	27,146
O-1	13,663	1,559	3,576	2,621	315	21,734
W-4	\$27,441	\$3,668	\$5,212	\$2,621	\$979	\$39,921
W-3	21,416	2,912	4,516	2,621	979	32,444
W-2	18,423	2,243	4,096	2,621	979	28,362
W-1	15,719	1,990	3,704	2,621	979	25,013
E-9	\$24,280	\$3,390	\$4,221	\$1,090	\$136	\$33,117
E-8	19,984	2,964	3,787	1,090	139	27,964
E-7	16,414	2,585	3,422	1,090	142	23,653
E-6	13,466	2,132	3,147	1,090	151	19,986
E-5	10,916	1,742	2,979	1,090	157	16,884
E-4	9,218	1,140	2,808	1,090	141	14,397
E-3	7,930	745	2,594	1,090	129	12,488
E-2	7,430	566	2,218	1,090	127	11,431
E-1	6,626	400	3,409	1,090	121	11,646
Cadets	\$5,753	---	\$2,017	\$80	---	\$7,850

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate
Daily Rate = 1/260 (.00385) of annual rate
Hourly Rate = 1/2080 (.00048) of annual rate

Note (1) Effective January 1, 1982, the amount is \$57,499 for O-8 through O-10 and \$52,576 for O-7.

(2) Effective January 1, 1982, the amount should be increased to reflect changes in basic pay.

FISCAL YEAR 1981
MILITARY COMPOSITE STANDARD PAY AND REIMBURSEMENT RATES
DEPARTMENT OF THE ARMY

Grade	Basic Pay	Basic Allowance for Quarters	Miscellaneous Expense	Permanent Change of Station	Incentive and Special Pay	Annual Composite Standard Rate
O-10	\$50,112	---	\$9,900	\$2,490	---	\$62,502
O-9	50,112	\$1,656	6,281	2,490	\$1,344	61,883
O-8	50,112	2,385	5,756	2,490	1,077	61,820
O-7	45,990	3,010	5,766	2,490	2,473	59,729
O-6	38,273	4,139	5,607	2,490	4,168	54,677
O-5	30,933	4,187	4,971	2,490	2,510	45,091
O-4	25,366	3,608	4,645	2,490	2,210	38,319
O-3	20,866	3,485	4,256	2,490	856	31,973
O-2	16,630	2,915	3,993	2,490	343	26,101
O-1	11,936	2,454	3,535	2,490	344	20,759
W-4	\$24,079	\$3,690	\$5,078	\$2,490	\$1,127	\$36,465
W-3	18,701	3,257	4,232	2,490	1,127	29,807
W-2	16,169	2,676	3,992	2,490	1,127	26,454
W-1	13,828	2,598	3,665	2,490	1,127	23,708
E-9	\$20,643	\$2,417	\$3,872	\$907	\$71	\$27,910
E-8	17,088	2,198	3,649	907	77	23,919
E-7	14,093	1,951	3,297	907	81	20,329
E-6	11,565	1,667	3,079	907	91	17,309
E-5	9,345	1,419	2,890	907	95	14,656
E-4	8,088	1,009	2,670	907	74	12,748
E-3	7,204	640	2,834	907	65	11,650
E-2	6,703	455	2,444	907	69	10,578
E-1	6,016	373	1,945	907	55	9,296
Cadets	\$5,035	---	\$1,547	\$80	---	\$6,662

Acceleration Factors

Retirement	26.5%
Leave and Holidays	18.0%
Other Benefits	8.0% for officers; 23.0% for enlisted

Note:

Monthly Rate = 1/12 (.08333) of annual rate

Daily Rate = 1/260 (.00385) of annual rate

Hourly Rate = 1/2080 (.00048) of annual rate